

#### **Richmond County School System Plan of Support**

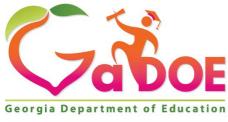
District Name: Richmond County School System DES Name : Dr. Linda M. Priester

Date Started: August 2025 Length of DPS: 1 year

District Plan of Support Goal #1: By the end of the 2025-2026 school year, increase the percentage of students reading on grade level by at least 10 points in all identified schools and decrease the percentage of beginning learners in identified schools by 10% in Math as measured by GMAS (Elementary ELA from 49% to 59%, Middle ELA 44% to 54% and Literature and Composition II from 47% to 57% and Elementary Math from 53% to 43%, Middle Math from 64% to 54%, and Algebra C & C 77% to 67%). 2025 Identified Schools GMAS Data.xlsx

(NOTE: 2025 Embargoed Data is listed)

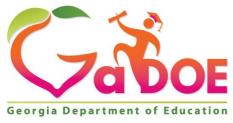
Identify Needs (In Consultation with DES)	District Action Steps	Resources	Implementation Measurable Goal	Student Progress Measurable Goal	Impact Check Dates	Position Responsible	DES Action Steps to Support Implementation	Completion of Action Step
What are the specific needs for the identified school(s)?	What action steps will the district team implement to meet this goal?	What resources are needed to implement the action step?	What measurable goal will be established to show progress of implementation on this action step?	What measurable goal will be established to evaluate the impact of this action step on student performance?	Identify dates to monitor this action step.	Who is responsible for monitoring the implementation of this action step?	What support will the DES implement to assist the district with implementation of the action step?	Was this action step completed? Attach final CIT agenda that documents completion.
Based on the 2025 GMAS content mastery data, Annual Reviews, and FY26 School Improvement Plans (SIPs) there is a need to strengthen the monitoring and support of high-quality Tier 1 instruction to	1.The Teaching and Learning Department will support and monitor the implementation of quality Tier 1 instruction in ELA and Math by conducting Rapid Coaching Cycles and bi-monthly classroom observations using Cognia and GaDOE observation tools to increase student engagement in rigorous coursework.	Instructional Framework Lesson Structure District Instructional Resources Assessment Companion Guide Cognia myJourney portal Professional Learning Calendar	100% of the teachers in the identified schools will implement quality Tier 1 instruction strategies in ELA and Math as measured by Cognia eleot and GaDOE observation tools and increase the number of Evident ratings on the eleot instrument (B2, B4 and D3) and GaDOE Instructional Awareness Walk (CI-2 and CI-3).	80% of students will demonstrate growth on iReady Reading and Math from BOY-MOY-EOY.  80% of students will demonstrate growth in achievement levels from BOY to MOY to EOY as measured by ELA and Math DRC Beacon.  80% of students will demonstrate growth on NWEA MAP Reading	eleot walkthroughs: 09/04/25 11/06/25 02/05/26 03/05/26  GaDOE Instructional Awareness Walks: September 2025 October 2025 November 2025 January 2026	Director of Teaching and Learning  ELA, Math, and Early Learning Coordinators  Cross Functional Support Team	Attend and support the targeted support PL sessions  Participate in cross functional team walk throughs and feedback discussions  Provide resources/ feedback to district level reps	
increase student engagement in rigorous coursework.		InstructionalFramework- Book-new.pdf	Establish baseline in September.  eleot 2.0 tool.pdf	and Math from BOY-MOY-EOY.  80% of students will demonstrate growth on	February 2026 March 2026		on an as needed basis.	



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Classroom Observation Form February 2024.docx  Formative observation data collection will be monitored and analyzed using the eleot and Teacher Observation Tool reporting component in the Cognia myJourney platform.  Data collection will be monitored and analyzed using GaDOE Instructional Awareness Walk.  Fall Progress  Spri Batt (Mo Spri Progress  Data mor afte adm rem	DRC Beacon: October 2025 November 2025 February 2026 April 2026  April 2026  Notes: At a collection will be onitored and analyzed afform, NWEA MAP afform, and Districtivel tool.  The DRC Beacon and instration will follow be frequency below:  All (Sep)-Full Battery A and Math  All (Oct/Nov)-Testlets ogress Check 1  Dring (Mar)-Testlets ogress Check 2  At a collection will be onitored and analyzed ter each DRC Beacon and manalyzed ter each DRC Beacon and ministration for mediation and occleration.	Participate in monthly/quarterly learning walks  Monitor both implementation measurable goal and the student progress measurable goal  Hold monthly during District CIT meetings with District CIT members.



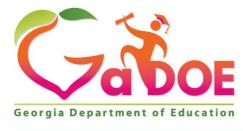
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2. The Teaching and	DRC Beacon	100% of identified	80% of students will	October 2025	Director of	Attend and	
Learning Department and		schools will implement	demonstrate growth in	November 2025	Teaching and	support the	
Special Education	Collaborative Planning	DRC Beacon to monitor	achievement levels from	February 2026	Learning	targeted support	
Department will monitor	Monitoring Tool	and support student	BOY to MOY to EOY as	April 2026		PL sessions	
the effective use of DRC		mastery of academic	measured by ELA and		Assistant Director		
Beacon as a tool to		content.	Math DRC Beacon.		of Teaching and	Participate in	
monitor and support					Learning	cross functional	
student content mastery						team walk	
using the Collaborative					Director of	throughs and	
Planning Monitoring Tool.					Special	feedback	
					Education	discussions	
						Provide	
						resources/	
						feedback to	
						district level reps	
						on an as needed	
						basis.	
						240.0.	
						Participate in	
						monthly/quarterly	
						learning walks	
						loaning wanto	
						Monitor both	
						implementation	
						measurable goal	
						and the student	
						progress	
						measurable goal	
						Hold monthly	
						during District CIT	
						during District CIT	
						meetings with	
						District CIT	
						members.	
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There is a need for students to increase their English Language Proficiency.	3. The District ESOL Team will observe and support EL teachers bi- monthly based on the results of monthly progress monitoring of long-term English Learners language proficiency using Flashlight 360 and Summit K-12 identified schools.	Flashlight 360 assessment data reports  Summit K-12 program and assessment data reports	100% of the ESOL teachers in the identified schools will implement progress monitoring as evident on the Flashlight 360 and Summit K-12 data reports	80% of students will demonstrate growth as evident on Flashlight 360 and Summit K-12  10% of long-term English learners (students who have been in the ESOL program for 5+ years) in identified schools will meet the criteria to exit the ESOL program by the end of 2026	Bi-monthly EL support visits  Monthly progress monitoring of Flashlight 360 and Summit K-12	ESOL Program Specialist and Support Team	Attend and support the targeted support PL sessions  Participate in cross functional team walk throughs and feedback discussions  Provide resources/ feedback to district level reps on an as needed basis.  Participate in monthly/quarterly learning walks  Monitor both implementation measurable goal and the student progress measurable goal  Hold monthly during District CIT meetings with District CIT members.	
There is a need to establish collaborative planning norms and practices.	4. The Assistant Superintendents and District Improvement Specialists will monitor the implementation of the Achievement Level Descriptors to inform instructional decisions and collaborative planning monthly using the GaDOE HIP Rubric for Collaborative Planning to ensure all teachers (including co-teachers)	Collaborative Planning Process Guide for SDE_2021.pdf  High Impact Practices Implementation Rubric Collaborative Planning SDE 2021.pdf  Achievement Level Descriptors	80% of the grade level collaborative planning teams will score operational on two High Impact Practices using the GaDOE HIP Rubric for Collaborative Planning.  100% of identified schools will integrate Achievement Level Descriptors into instructional planning to	80% of students will demonstrate growth in achievement levels from BOY to EOY as measured by Math DRC Beacon.	August 2025 September 2025 October 2025 November 2025 December 2025 January 2056 February 2026 March 2026 April 2026	Assistant Superintendents  District Improvement Specialists  Director of Teaching & Learning	Attend and support the targeted support PL sessions  Participate in cross functional team walk throughs and feedback discussions  Provide resources/	



There is a need to increase the implementation of Corrective	are planning effectively focus areas HIP 3 and HIP 5.  5. The Special Education Department will monitor the effective implementation of	Collaborative Planning Monitoring Tool  Corrective Reading and Reading Mastery Instructional Resources	enhance data-driven decision making and support student learning needs as measured by collaborative planning walkthroughs.  Notes Baseline to be established from the Spring 25 data collection; the two lowest areas will be targeted for the goal above.  100% of teachers will score an increase in the percentage of level 2 (Almost Always) ratings	80% of students will demonstrate growth on iReady Reading from BOY-MOY-EOY	August 2025 September 2025 October 2025 November 2025	Director of Professional Learning  Director of Special Education and Support Team	feedback to district level reps on an as needed basis.  Participate in monthly/quarterly learning walks  Monitor both implementation measurable goal and the student progress measurable goal  Present data monthly during District CIT meetings.  Attend and support the targeted support PL sessions	
Reading and Reading Mastery research-based instructional strategies with fidelity to improve academic achievement.	Corrective Reading (4-8) and Reading Mastery (K-3) strategies monthly using the Corrective Reading and Reading Mastery Instructional Walkthrough tools.	Corrective Reading and Reading Mastery Observation Checklists Cognia myJourney portal	on the Corrective Reading Decoding Observation and Reading Mastery Observation Checklists	80% of students will demonstrate growth on DRC Beacon 80% of students will demonstrate Corrective Reading Mastery	December 2025 January 2026 February 2026 March 2026 April 2026	Support Fouri	Participate in cross functional team walk throughs and feedback discussions  Provide resources/ feedback to district level reps on an as needed basis.  Participate in monthly/quarterly learning walks  Monitor both implementation measurable goal and the student progress measurable goal	

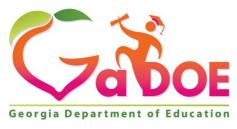


			Hold monthly during District CIT meetings with District CIT members.
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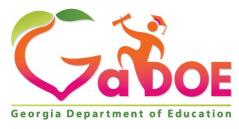
District Plan of Support Goal #2: During the 2025-2026 school year, we will increase post-high school readiness by increasing our graduation rate from 81% to 83%.

The graduation rate at Josey from 60.49% 2024 to 63.49% 2025 and Glenn Hills from 61.73% 2024 to 64.73% 2025. (NOTE: 2025 Preliminary Data from USHA 07/18/25 is listed) Will update data after clean-up completed

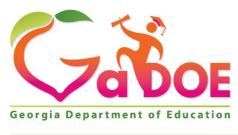
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Increase the graduation rate for Cohort 26 by identifying and monitoring atrisk students	1. The High School Programming and Workforce Development Department and Student Services Department will <b>monitor</b> the use of USHA, Infinite Campus, Panorama, and other data tools to identify and monitor students in Cohort 26 at-risk for not graduating,	USHA Platform Infinite Campus Panorama Attendance Records Microsoft Office	100% of the schools will show evidence of using the data tools for identifying students at-risk for graduating as evidenced by the USHA reports	100% of students identified as at-risk for graduating will participate in monthly counseling conference sessions as measured by Counseling Logs	August 30, 2025 September 30, 2025 October 30, 2025 November 30, 2025 January 31, 2026 February 27, 2026 March 31, 2026 April 30, 2026 May 31, 20256	Director of High School Programming and Workforce Development  Assistant Director of High School Programming and Workforce Development  Director of Student Services  MTSS Coordinator  Accountability Coordinator	Attend and support the targeted support PL sessions  Participate in cross functional team walk throughs and feedback discussions  Provide resources/ feedback to district level reps on an as needed basis.  Participate in monthly/quarterly learning walks  Monitor both implementation	



There is a	2.The High School	USHA Platform	100% of the schools will	At least 25% of identified	August 30, 2025	Director of High	measurable goal and the student progress measurable goal  Hold monthly during District CIT meetings with District CIT members.  Attend and support	
need to increase the graduation rate by providing individualized advisement, post-secondary planning, and building stronger relationships with at-risk students.	Programming and Workforce Development Department and Student Services Department will conduct monthly visits to schools to monitor activities used to advise, track, and support at- risk students based on individualized student goals for Cohorts 26, 27, 28, and 29.	Infinite Campus Panorama Attendance Records Microsoft Office Graduation Checklists Post-secondary Plans Goal Sheets Contact Logs	show evidence of using the data tools for identifying students at-risk for graduating, as evidenced by the USHA reports.	students will show improvement in one of the identified areas impacting their ability to graduate (attendance, credits, grades) to be on track for graduation as measured by USHA live reports	September 30, 2025 October 30, 2025 November 30, 2025 January 31, 2026 February 27, 2026 March 31, 2026 April 30, 2026 May 31, 2026	School Programming and Workforce Development  Assistant Director of High School Programming and Workforce Development  Director of Student Services  Student Services Coordinators	the targeted support PL sessions  Participate in cross functional team walk throughs and feedback discussions  Provide resources/ feedback to district level reps on an as needed basis.  Participate in monthly/quarterly learning walks  Monitor both implementation measurable goal and the student progress measurable goal  Hold monthly during District CIT meetings with District CIT members.	
	3. District-level personnel (graduation goal champion) will monitor, provide guidance and support addressing at-risk students for graduation as measured by a district-level student services personnel log.	USHA Platform Infinite Campus Panorama Attendance Records	100% of the schools will show evidence of using the data tools for identifying students at-risk for graduating, as evidenced by the USHA reports.	At least 25% of identified students will show improvement in one of the identified areas impacting their ability to graduate (attendance, credits, grades) to be on track for	August 30, 2025 September 30, 2025 October 30, 2025 November 30, 2025	Director of High School Programming and Workforce Development Assistant Director of High	Attend and support the targeted support PL sessions Participate in cross functional team walk throughs and	



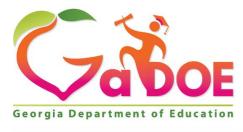
	Microsoft Office Graduation Checklists Post-secondary Plans Goal Sheets		graduation as measured by USHA live reports	January 31, 2026 February 27, 2026 March 31, 2026 April 30, 2026 May 31, 2026	School Programming and Workforce Development  Director of Student Services  Student Services Coordinators	feedback discussions  Provide resources/ feedback to district level reps on an as needed basis.  Participate in monthly/quarterly learning walks  Monitor both implementation measurable goal and the student progress measurable goal  Hold monthly during District CIT meetings with District CIT members.	
4. District-level personnel will increase monitoring and implementing strategies that address the needs of atrisk students for graduation.	Grade distributions (Progress Reports and Report Cards)	100% of the schools will show evidence of using the data tools for identifying students at-risk for graduating.	At least 25% of identified students will show improvement in one of the identified areas impacting their ability to graduate.	September 30, 2025 October 30, 2025 November 30, 2025 January 31, 2026 February 27, 2026 March 31, 2026 May 31, 2026	Director of High School Programming and Workforce Development Assistant Director of High School Programming and Workforce Development	Attend and support the targeted support PL sessions  Participate in cross functional team walk throughs and feedback discussions  Provide resources/ feedback to district level reps on an as needed basis.  Participate in monthly/quarterly learning walks  Monitor both implementation measurable goal and the student progress measurable goal	



District Plan of Support Goal #3: By the end of the 2025-2026 school year, the district will reduce chronic absenteeism by 10% from 32.13% to 22.13%.

RCSS Attendance Report for CCRPI 6 2 2025 Identified Schools.docx

Identify Needs (In Consultation with DES)	District Action Steps	Resources	Implementation Measurable Goal	Student Progress Measurable Goal	Impact Check Dates	Position Responsible	DES Action Steps to Support Implementation	Completion of Action Step
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Decrease chronic absenteeism by identifying and monitoring at-risk students	The District Attendance Review Team will monitor the use of Attendance Review Teams, USHA, Infinite Campus, Georgia Insights, and other data tools to identify and monitor students at-risk for chronic absenteeism.	Attendance Review Team  Georgia Insights  USHA Platform  Infinite Campus  Attendance Records  Microsoft Office	100% of the schools will show evidence of using the data tools for identifying students at-risk for chronic absenteeism as evidenced by the Georgia Insights, Infinite Campus, and USHA reports	At least 10% of students identified as at-risk for chronic absenteeism will show improvement in attendance as evidenced by Infinite Campus reports	August 30, 2025 September 30, 2025 October 30, 2025 November 30, 2025 January 31, 2026 February 27, 2026 March 31, 2026 April 30, 2026 May 31, 2026	Director of Student Services	Attend and support the targeted support PL sessions  Participate in cross functional team walk throughs and feedback discussions  Provide resources/ feedback to district level reps on an as needed basis.  Participate in monthly/quarterly learning walks  Monitor both implementation measurable goal and the student	



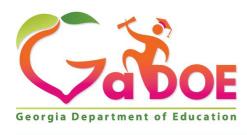
		progress measurable goal
		Hold monthly during District CIT meetings with District CIT members.

District Plan of Support Goal #4: By the end of the 2025-2026 school year, the district will increase instructional leadership capacity in identified schools by providing refined coaching to 100% of first- and —second year principals and strengthening the support provided in the targeted induction program for all waiver and non-traditional teachers.

Identify Needs (In Consultation with DES)	District Action Steps	Resources	Implementation Measurable Goal	Student Progress Measurable Goal	Impact Check Dates	Position Responsible	DES Action Steps to Support Implementation	Completion of Action Step
What are the specific needs for the identified school(s)?	What action steps will the district team implement to meet this goal?	What resources are needed to implement the action step?	What measurable goal will be established to show progress of implementation on this action step?	What measurable goal will be established to evaluate the impact of this action step on student performance?	Identify dates to monitor this action step.	Who is responsible for monitoring the implementation of this action step?	What support will the DES implement to assist the district with implementation of the action step?	Was this action step completed? Attach final CIT agenda that documents completion.
Increase induction leaders and teachers' instructional and operational capacity in identified schools.	The Professional Learning Department will meet monthly to tailor the support provided to induction leaders and teachers.	Structured Debrief Teacher Survey Data	100% of new educators will implement the new learning from support sessions, coaching, and job embedded professional learning, as evidenced by observation data, lesson plans, and/or student work samples collected quarterly.	80% of students will demonstrate growth in iReady Math from BOY-MOY-EOY.  80% of students will demonstrate growth in achievement levels from BOY to EOY as measured by Math DRC Beacon.  80% of students will demonstrate growth on NWEA MAP Reading and Math from BOY-MOY-EOY.	September 2025 October 2025 November 2025 December 2025 January 2056 February 2026 March 2026 April 2026	Director of Professional Learning  Director of Teaching and Learning  Professional Learning Coordinator of Teacher Quality  Facilitators of Teacher Quality	Attend and support the targeted support PL sessions  Participate in cross functional team walk throughs and feedback discussions  Provide resources/ feedback to district level reps on an as needed basis.	. ,



Increase	District-level personnel will increase the monitoring and	Wallace PSI (B4)	100% of Year 1 and Year 2 principals receive	80% of students will demonstrate growth on pre- and post-ELA and Math Unit Tests (High School only).	Wallace PSI (B4) Quarterly:	Digital Learning Coordinator  Digital Learning Specialists  Content Coordinators  Academic Coaches  School Improvement Specialists  Assistant Superintendents	Participate in monthly/quarterly learning walks  Monitor both implementation measurable goal and the student progress measurable goal  Hold monthly during District CIT meetings with District CIT members  Attend and support the targeted support	
leaders and teachers' instructional and operational capacity in identified schools.	implementation of coaching and strategies aligned to instructional leadership and operational effectiveness for Year 1 and Year 2 principals in identified schools.	RCSS Profile of a Leader Handbook	documented coaching aligned to instructional and operational goals  80% Year 1 and Year 2 principals show measurable improvement in leadership practices based on observation and performance data by the end of the year	iReady Math from BOY-MOY-EOY.  80% of students will demonstrate growth in achievement levels from BOY to EOY as measured by Math DRC Beacon.  80% of students will demonstrate growth on NWEA MAP Reading and Math from BOY-MOY-EOY.  80% of students will demonstrate growth on pre- and post-ELA and Math Unit Tests (High School only).	September 2025 December 2025 March 2026 June 2026		PL sessions  Participate in cross functional team walk throughs and feedback discussions  Provide resources/ feedback to district level reps on an as needed basis.  Participate in monthly/quarterly learning walks  Monitor both implementation measurable goal and the student progress measurable goal  Hold monthly during District CIT meetings with District CIT members	



District Plan of Support Goal #5: By May 2026, each identified school with ratings less than three will improve its school climate rating by at least one star, as measured by the 2026 Georgia School Climate Star Rating. 2024 School Climate Ratings Federally Identified Schools.xlsx

Identify Needs (In Consultation with DES)	District Action Steps	Resources	Implementation Measurable Goal	Student Progress Measurable Goal	Impact Check Dates	Position Responsible	DES Action Steps to Support Implementation	Completion of Action Step
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Improve student discipline and increase stakeholder participation in climate surveys	1. The School Climate Department will provide quarterly coaching sessions to leaders of schools earning less than a 3-Star Georgia School Climate Rating to monitor the implementation of PBIS, in addition to the monthly PBIS Coaches Meetings.	PBIS Framework  USHA Platform  PBIS Walkthrough Tools  Spotlight Infinite Campus  GAMTSS Fidelity Tools	100% of the schools will participate in quarterly coaching sessions as evidenced by coaching session artifacts	Decrease in student discipline by 10% of as evidenced by Infinite Campus reports Increase in Spotlight usage Increased Georgia School Climate Star Ratings	October 2025 January 2026 March 2026 May 2026	Director of School Climate Coordinator of School Climate PBIS Program Administrator	Attend and support the targeted support PL sessions  Participate in cross functional team walk throughs and feedback discussions  Provide resources/ feedback to district level reps on an as needed basis.  Participate in monthly/quarterly learning walks  Monitor both implementation measurable goal and the student progress measurable goal  Hold monthly during District CIT meetings with District CIT members	



Improve student discipline and increase stakeholder participation in climate surveys	2. The School Climate Department will utilize USHA and PBIS walkthroughs to monitor the improvement of student discipline and stakeholder perceptions.	PBIS Walkthrough Tools Spotlight Infinite Campus GAMTSS Fidelity Tools Georgia School Climate Survey Completion Protocol	100% of the schools will show evidence of using data tools to improve school climate ratings, as evidenced by USHA Reports, PBIS Walkthroughs, Spotlight, and Infinite Campus	Decrease in student discipline by 10% of as evidenced by Infinite Campus reports Increase in Spotlight usage Increase Georgia School Climate Star Rating	October 2025 January 2026 March 2026 May 2026	Director of School Climate Coordinator of School Climate PBIS Program Administrator	Attend and support the targeted support PL sessions  Participate in cross functional team walk throughs and feedback discussions  Provide resources/ feedback to district level reps on an as needed basis.  Participate in monthly/quarterly learning walks  Monitor both implementation measurable goal and the student progress measurable goal  Hold monthly during District CIT meetings with District CIT members.	
	3. The School Climate Department will provide monthly discipline data reports to support schools in monitoring and tracking Tier I student discipline data.	USHA Platform Spotlight Infinite Campus	100% of schools will utilize the monthly reports to monitor and track Tier I student discipline	Decrease in student discipline by 10% of as evidenced by Infinite Campus reports Increase in Spotlight usage Increase Georgia School Climate Star Rating	August 2025 September 2025 October 2025 November 2025 December 2025 January 2026 February 2026 March 2026 April 2026 May 2026 June 2026	Director of School Climate Coordinator of School Climate PBIS Program Administrator	Attend and support the targeted support PL sessions  Participate in cross functional team walk throughs and feedback discussions  Provide resources/ feedback to district level reps on an as needed basis.  Participate in monthly/quarterly learning walks	



			Monitor both implementation measurable goal and the student progress measurable goal	
			Hold monthly during District CIT meetings with District CIT members	